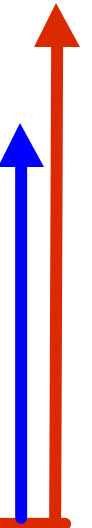




Army Management Staff College

<http://www.amsc.belvoir.army.mil>

Transformation through Education

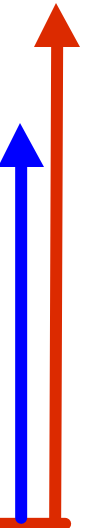


U.S. ARMY
MANAGEMENT STAFF COLLEGE

Home Station Briefing

To be presented by
Each proud AMSC Graduate
SBLMP Class 03-1

Transformation through Education



Our Mission

To *educate* and prepare Army civilian and military leaders to assume *leadership* and management responsibilities throughout the *sustaining base*.

To provide consulting services and conduct research in support of the sustaining base.

Transformation through Education



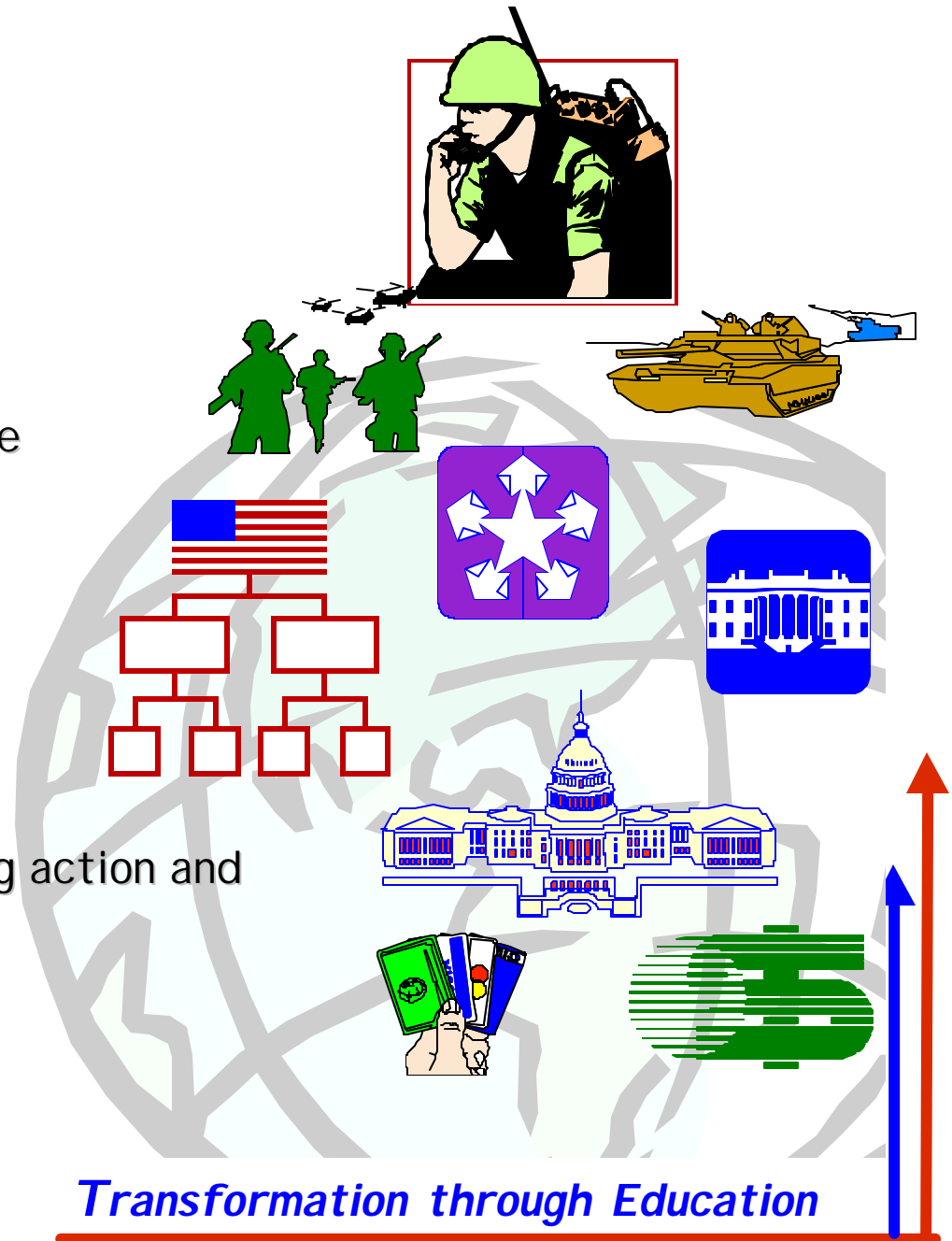
Focus on the Sustaining Base

That aggregation of:

- law, policy, regulation, guidance
- systems
- resources; \$ and things
- people
- facilities; installations

Which combine together to:

- prepare the soldier for action
- get the soldier to action
- take care of the soldier during action and
- bring that soldier back home
and help that
soldier's family be
self sufficient
throughout the process...



Army Management Staff College

Leader Education Programs

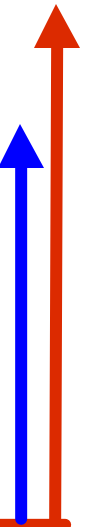
Sustaining Base Leadership and Management

- Sustaining Base Leadership and Management Resident Program (SBLM)
- Sustaining Base Leadership and Management NonResident Program (SBLM-NR)

Personnel Management for Executives

- Personnel Management For Executives (PME) I
- Personnel Management For Executives (PME) II

Transformation through Education



Leader Education Programs

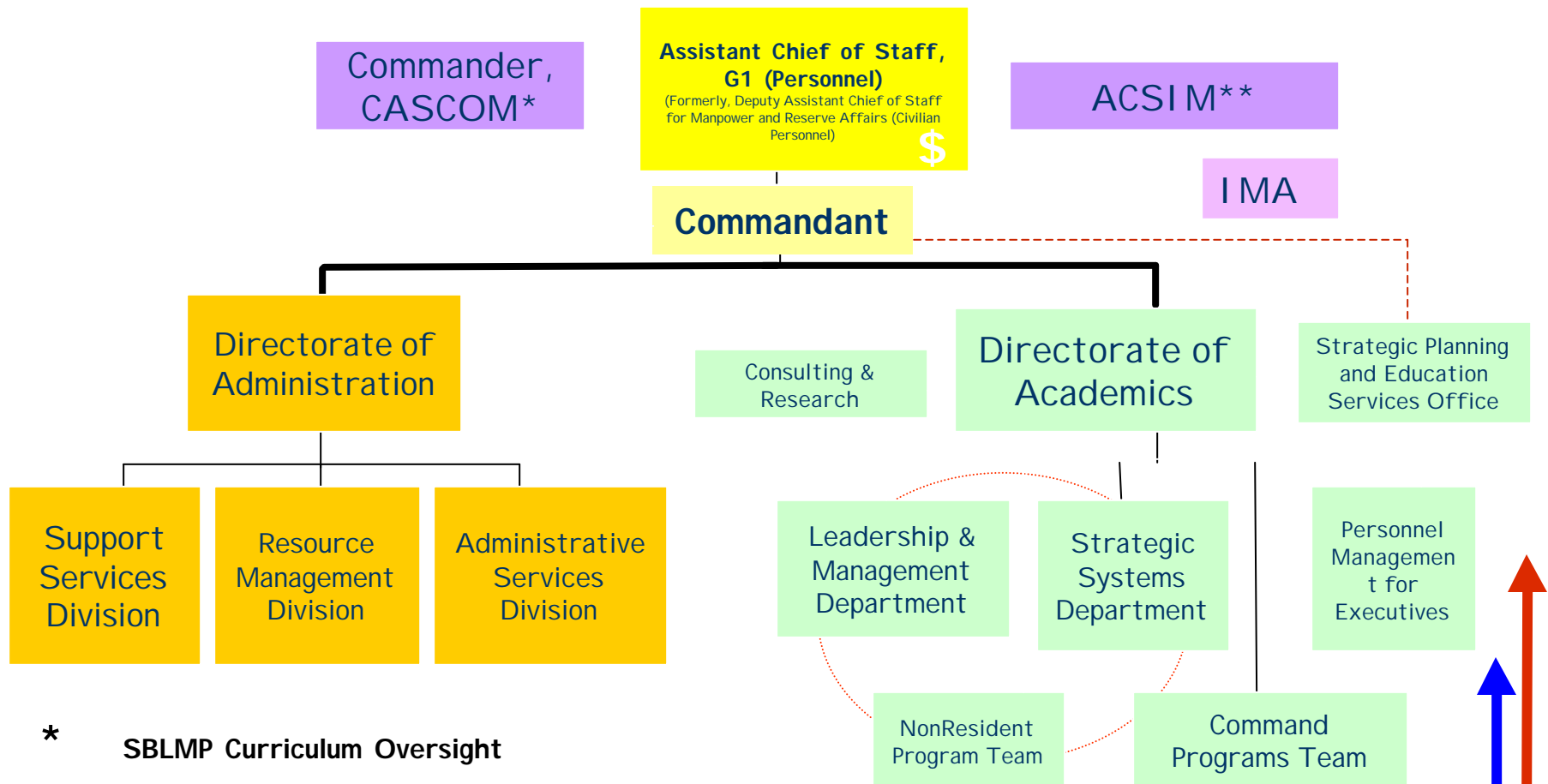
Command Programs

- Garrison Precommand Course (GPC)
- General Officer Installation Command Course (GOIC)
- Garrison Sergeants Major Course (GSGMC)

Transformation through Education



Army Management Staff College



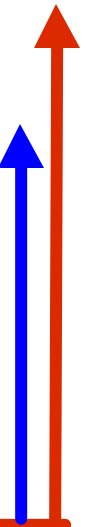
* SBLMP Curriculum Oversight

CASCOM = Combined Arms Support Command

** Command Programs Curricula Oversight

ACSIM = Assistant Chief of Staff for Installation Management

Transformation through Education



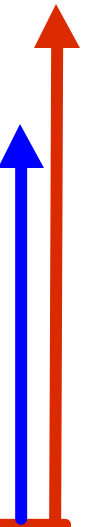
Relevancy

Mr. Ernest J. Gregory
*(Principle Deputy to the Assistant
Secretary of the Army (Financial
Management and Comptroller))*



"The Army Management Staff College is the best investment the Army can make. It brings military soldiers and DA civilians together to help them understand just how complex the Army really is."

Transformation through Education



Relevancy

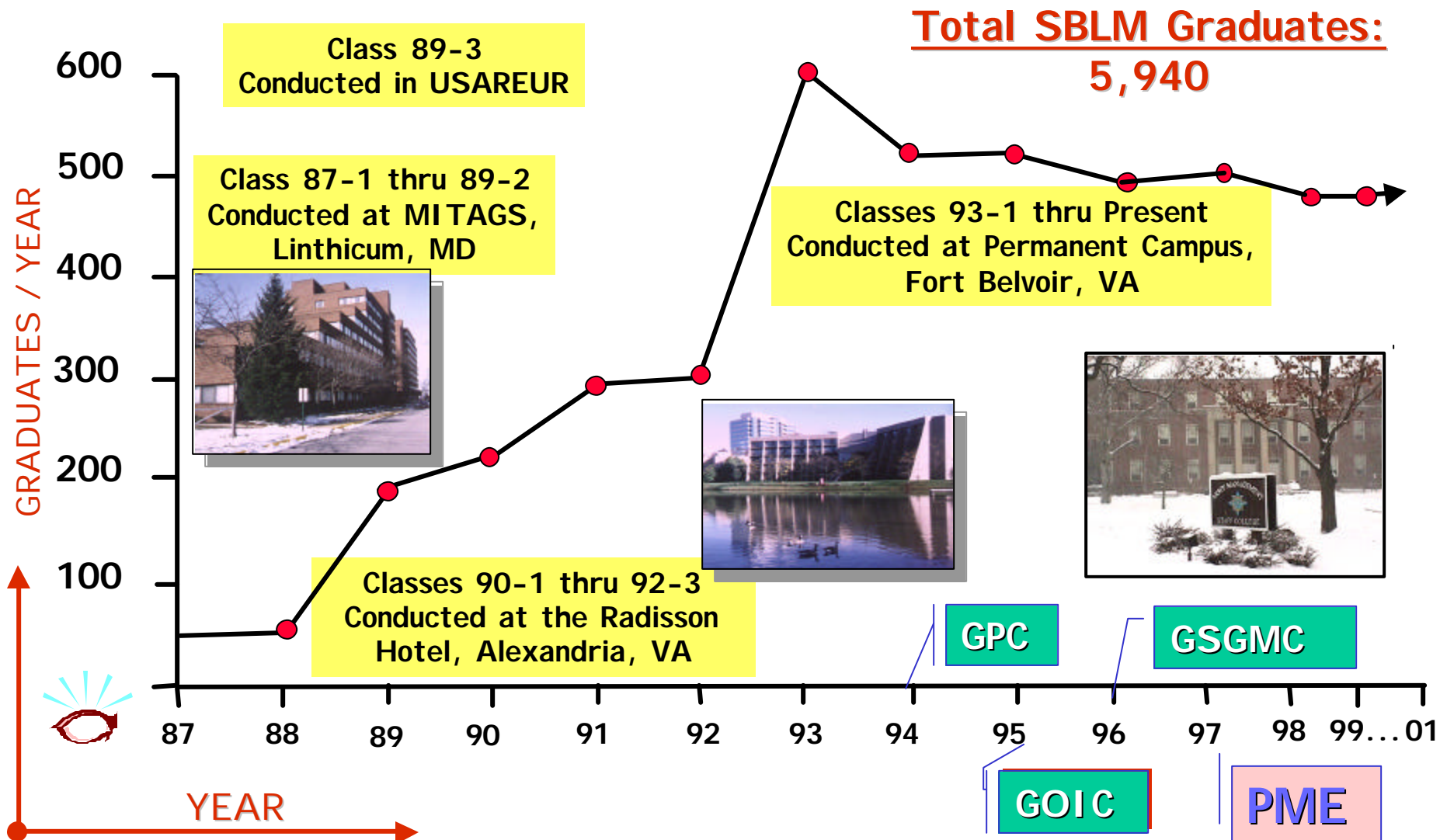
"Investment in people helps the Army and your organization. People return from the SBLM program with an appreciation of the total Army mission and a greater sense of purpose."



***Lt. Gen. Robert B. Flowers
Chief of Engineers, U.S.
Army Corps of Engineer's***

Transformation through Education

Our History



CIVILIAN LEADERSHIP TRAINING

CORE CURRICULUM

(AR 690-400, Chapter 410/413)



INTERNS

- ★ ILDC (Intern Leadership Development Course) (on site)
- ★ AODC (Action Officer Development Course) (Correspondence)

SUPERVISORS

- ★ SDC (Supervisory Development Course) (Correspondence)
- ★ LEAD (Leadership Education and Development Course) (on site)

MANAGERS

- ★ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

EXECUTIVES

- ★ SES Training Conference (Resident)
- ★ GO/SES Force Integration (Resident)
- ★ CCL (Center for Creative Leadership) (Resident)
- ★ EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- ★ GO/SES Leadership Communications Workshop (PAO)

Sustaining Base Leadership & Management Program (SBLM)
at Army Management Staff College
Defense Leadership and Management Program
Senior Service College

★ Mandatory

Our Campus



Humphreys Hall



Electronic Campus

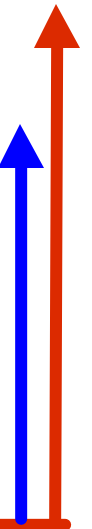


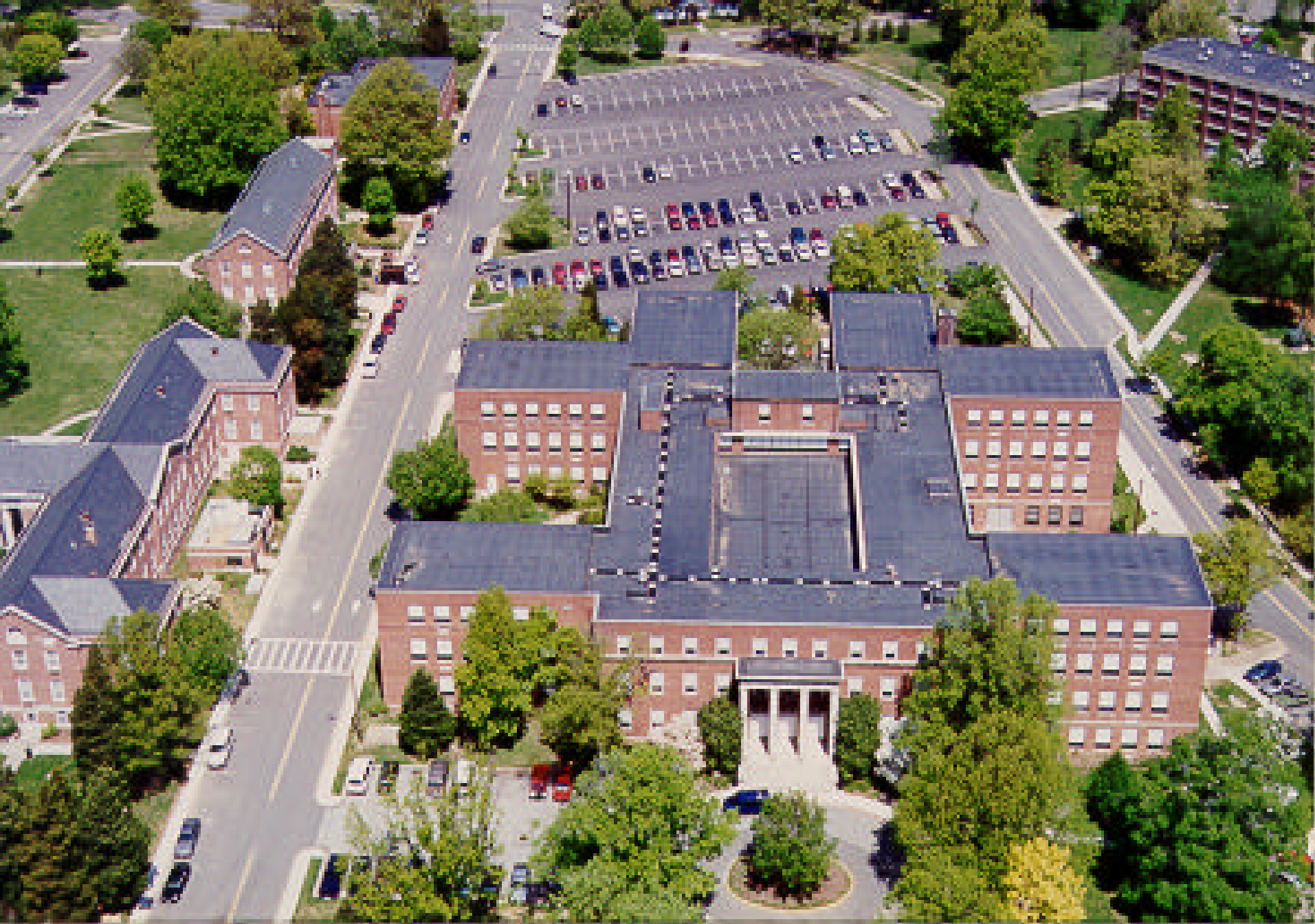
Knadle Hall



Thayer Hall

Transformation through Education





<http://www.amsc.belvoir.army.mil>

Who attends SBLM?

Civilian 95%
Military 5%

Avg Grade 12

Avg Age 45

Male 57%
Female 43%
Minority 35%

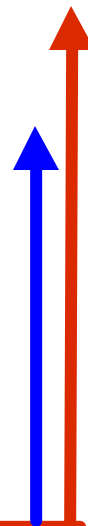
Prof Degree 3%
Masters Degree 41%
Bachelors Degree 38%
Assoc/No Degree 18%

All MACOMs and Career
Programs represented.



SBLM Program Class 03-1

Transformation through Education

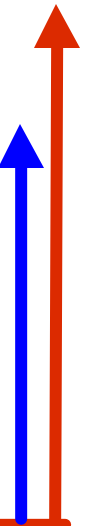


Am I eligible for SBLM?

- Target Audience
 - GS/GM12-14
 - (11's & 15's by exception)
 - MAJ & LTC; CWO, CSM/SGM
- ACTEDS Funded (except military; Civil Works)
- DA Centrally Selected
- Four Classes Per Year
 - Up to 165 students/class (Res) x 3
 - Up to 90/class (Non-Res) x 1
- 12-Week (+2 NR) Resident Program
- 12-Month Non-Resident Program



Transformation through Education





**Practical
Exercises**

**Focus on
Seminars**

**Case Studies
Critical Thinking**



Lectures

**Top Guest
Speakers**



**Educational
Methodology**

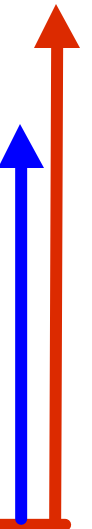
**Oral
Presentations**

**Field Trips,
Leadership
Roles**

**Reading
Research
Analyzing
Writing**

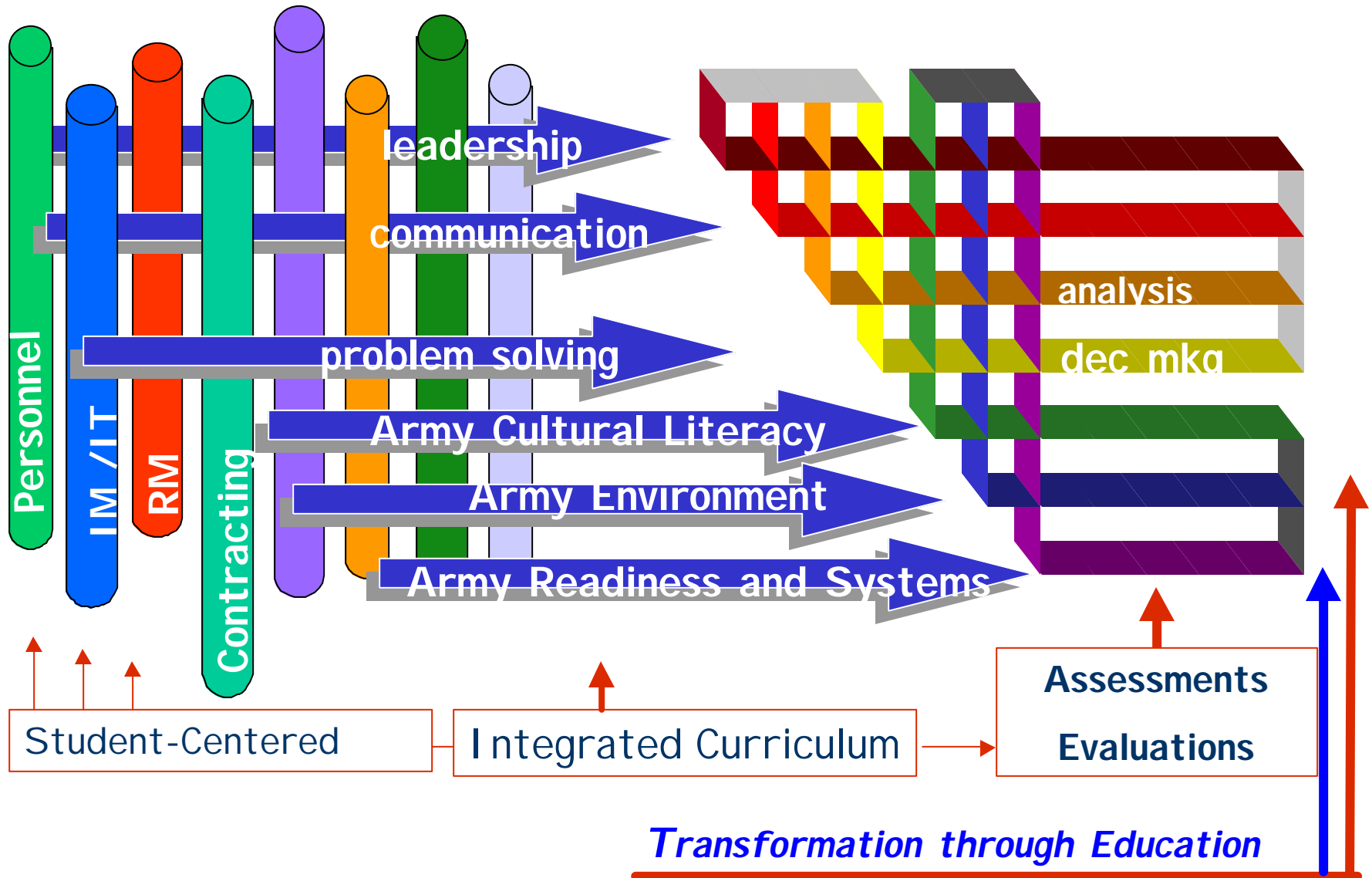


Transformation through Education



Functional Integration through the Practitioner's Perspective

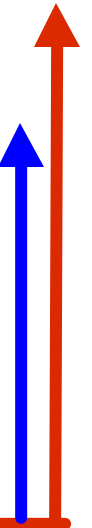
Sustaining Base Leadership & Management Program



Team Leader Development Activity



Transformation through Education

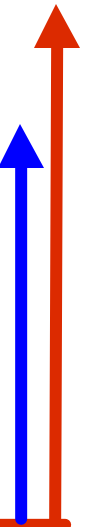


SBLM Learning Process

- Gives students background information, problem statement, or issue definition
- Students research, analyze, produce paper or briefing or both
- Students brief teams, seminars
- Facilitate After Action Review



Transformation through Education



SBLM Non-Resident Curriculum

- *Pre-program Package*
- Term 1: Leadership & Management in the Sustaining Base
- Term 2: Doctrine, Strategy & Forces
- Term 3: Integrating Systems
- Term 4: Force Projection & the Sustaining Base
- *Research Projects*
- Capstone Week



Transformation through Education

SBLM Nonresident Program

- Established for those individuals who have long-term personal or professional situations that might preclude attendance in residence
- Applicants must clearly declare and explain their preference for the non-resident program (mission requirements, personal hardships, etc.)
- *This ain't no correspondence course!!!*

Resident & Nonresident Compared

Humphreys Hall

Cyber Schoolhouse

Class Leaders

Class Leaders

Active Seminar Life

Virtual Seminar Meetings

Daily Discussion

Weekly Forum

Daily Feedback;
Learning Matrix

Online/tele. Feedback;
Long Term Requirements

Face-to-face Counseling

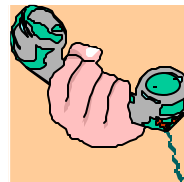
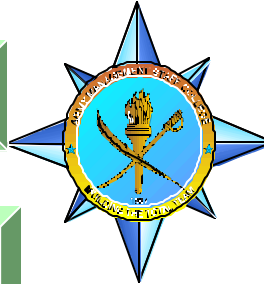
-onic Counseling

Capstone

Capstone

Awards & Graduation

Awards & Graduation



College Life Beyond Academics



Gettysburg Visit



Community Project

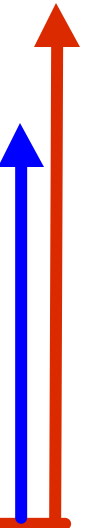


Pentagon Tour



Karaoke

Transformation through Education



Life Beyond Academics...

... and much, much more!



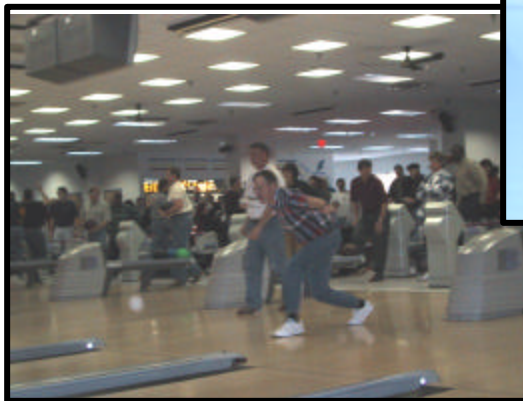
Dinner Bus



Getting to Know You



Weather Challenges

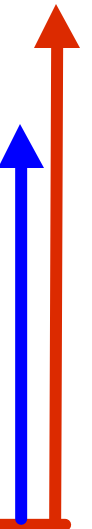


Bowling Challenge



Physical Challenges

Transformation through Education



ACE Evaluation Results

• 15 GRADUATE SEMESTER HOURS-SBLMP

Resident-2001

Government (6)
Logistics Management (6) Bus. Admin or
Management (3 Grad or Upper Level UG)

Nonresident-2002

Management and Strategy (3)
Government (6)
Logistics (6)

• 9 UPPER LEVEL BACCALAUREATE SEMESTER HOURS-SBLMP

Communications (3)
Human Resources Management (3)
Public Administration (3)

Communications (3)
Management (6)
Health and Wellness (1)

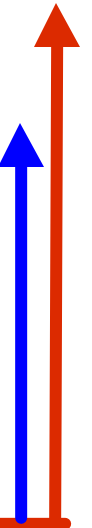
PME I -2000

- Management (3) OR
 - Human Resource Management OR
 - Leadership OR
 - Organizational Behavior PLUS
- (1) possible additional hour for a paper*

PME II -2000

(1) in Management, Leadership,
Human Resource Mgt., or
Organizational Behavior.

Transformation through Education



Council on Occupational Education (COE)

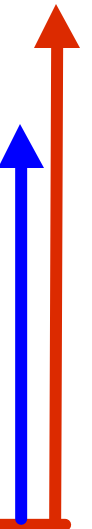
Accreditation Achieved
14 June 2002

Transformation through Education



We have Articulation Agreements with the following schools:

- Webster University
- University of Maryland University College
- Central Michigan University
- American Military University
- Strayer University



Return on Investment --

What our Graduates' Supervisors Say:

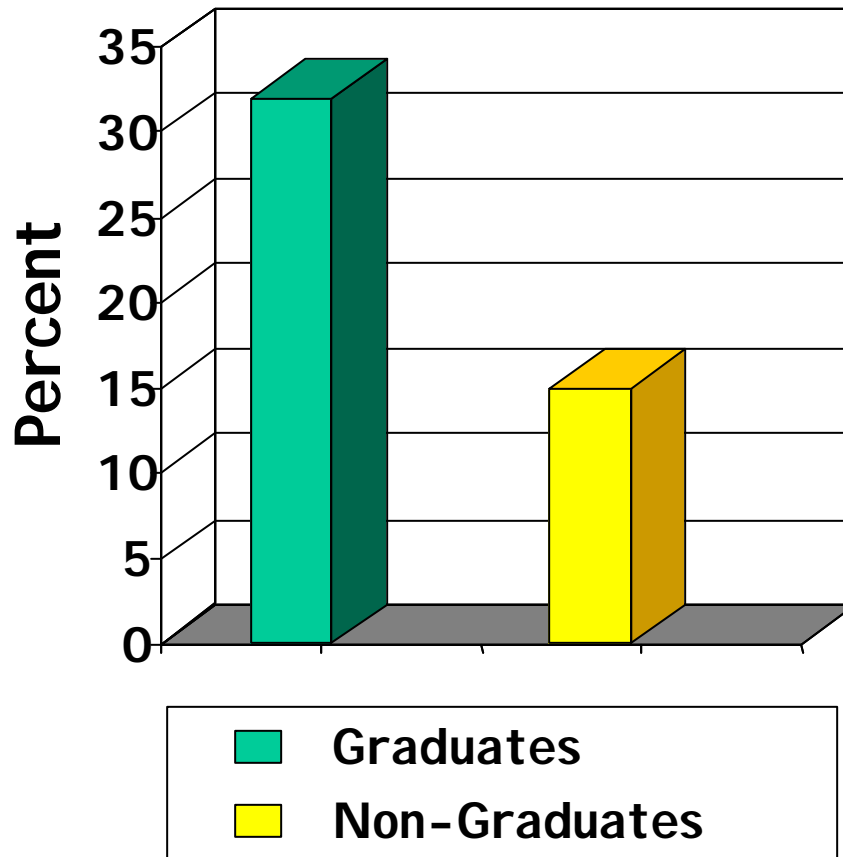
- Graduates have the ability to handle increased responsibility.
- Graduates have the potential to move to senior leadership positions.
- Graduates' confidence in their own performance has increased.
- Graduates' value to the organization has increased.

Transformation through Education

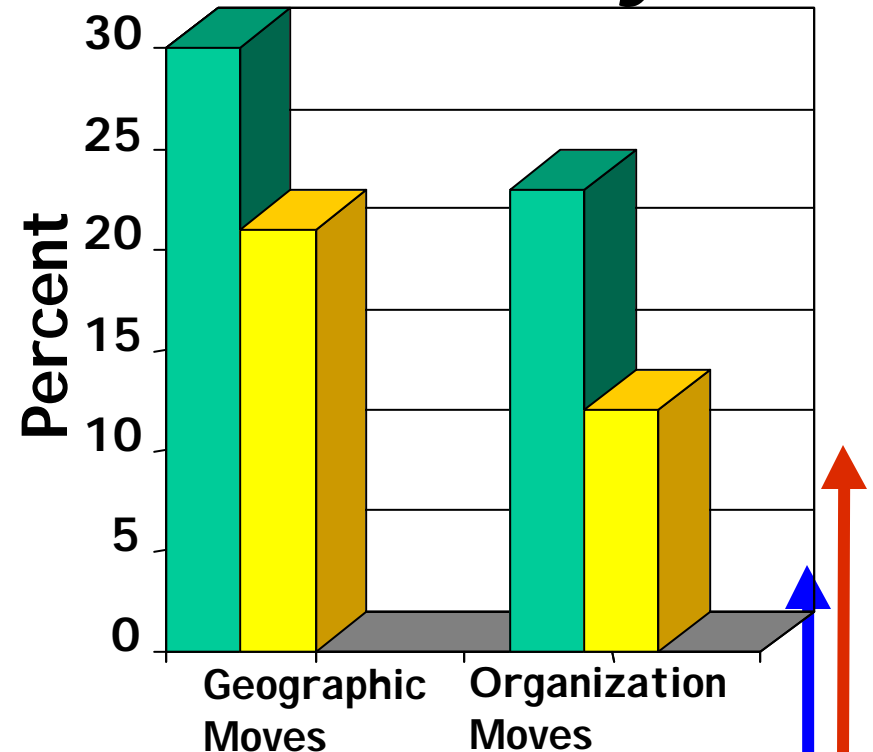


AMSC Longitudinal Study -- How Are Our Graduates Doing?

Promotions



Mobility



Data Tracked Since 1996

Transformation through Education

Application Process For GS/GM 12-14

- Go to <http://www.amsc.belvoir.army.mil> for forms and information. Submit thru **Electronic Application Process (EAP)** to DA Selection Board
- MACOM Commanders can prioritize and endorse.
- Functional chiefs can prioritize and endorse.
- DA Board selects; e-mail notification to MACOMs.
- AMSC notifies applicants of Board results.

Future Classes

<i>CLASS</i>	<i>START DATES</i>	<i>APPLICATION DUE HQ DA</i>	<i>* DA BOARD MEETS</i>
03-2	19 May 03	Closed	Closed
03-3	15 Sep 03	2 Jun 03	24-27 Jun 03
NR-04	19 Aug 03	2 Jun 03	24-27 Jun 03
04-1	12 Jan 04	TBD Oct 3	TBD 3 Oct

* Board Dates Subject To Change

Commissioned Officers

➤ Active Duty

Branch Assignment Officer or Officer
Development Branch [(703) 325-3157, DSN
221]

➤ Army Reserve

ARPERCEN POC [(314) 592-0673, Option #4,
DSN 892]

➤ Army National Guard

POC [(703) 607-7333, DSN 327]

Warrant Officer, Sergeants Major, and Command Sergeants Major Attendance

Warrant Officer (CW3,4,5)

Warrant Officer Branch POC [(703) 325-7843, DSN 221]

Sergeants Major/Command Sergeants Major

Sergeant Major Branch POC [(703) 325-8315/7686, DSN 221]

Life after SBLM



AMSC Alumni Association



**Continued Education ACE;
Articulation Agreement Schools**



PME

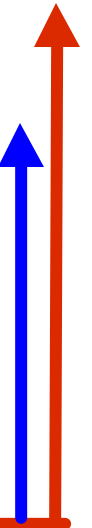


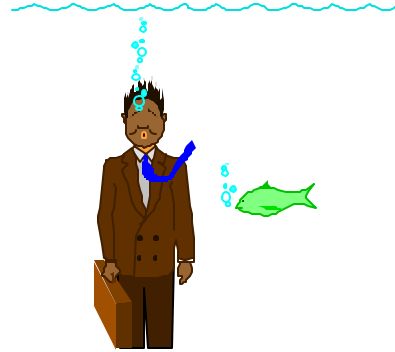
DLAMP



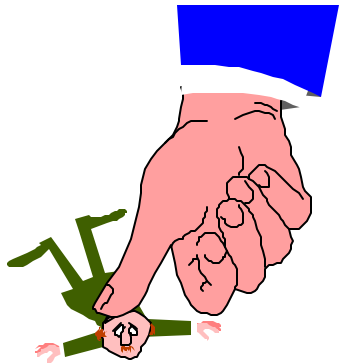
SSC

Transformation through Education

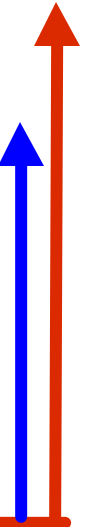




PERSONNEL MANAGEMENT FOR EXECUTIVES (PME I & II)



Transformation through Education

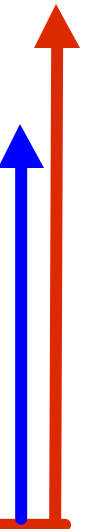


PME What's it all about?

Selected Issues Covered

- Managing the assets of a diverse workforce
- Improving team building skills
- Improving self awareness and human relations skills
- Apply critical values & ethics in the workplace
- Integrating personality & communication styles with leadership
- Improving active listening skills
- Utilizing communication styles for organizational growth

Transformation through Education



PME – Who can attend?

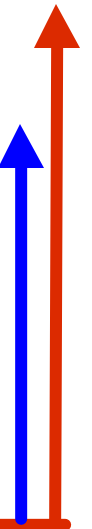
ELIGIBILITY -- 65 Per Class, PME I (9 days)
PME II (5 days)

- GS/GM-13 & 14 and equivalent wage grade
– 12's & 15's by exception
- Field grade military
- Specifically for supervisors/leaders
- Priority to Army; open to all Federal agencies

CENTRAL FUNDING FOR DA CIVILIANS*

***(Civil Works, NAF, and Reserves on a reimbursable basis)**

Transformation through Education



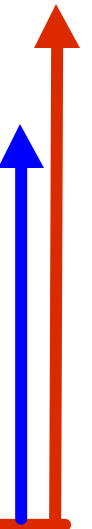
Defense Leadership & Management Program

(DLAMP--<http://www.cpms.osd.mil/dlamp/>)

A program developed by OSD in response to recommendations on management of senior DOD personnel (GS13-SES).

DOD Directive 1430.16, April 97

Transformation through Education



DLAMP

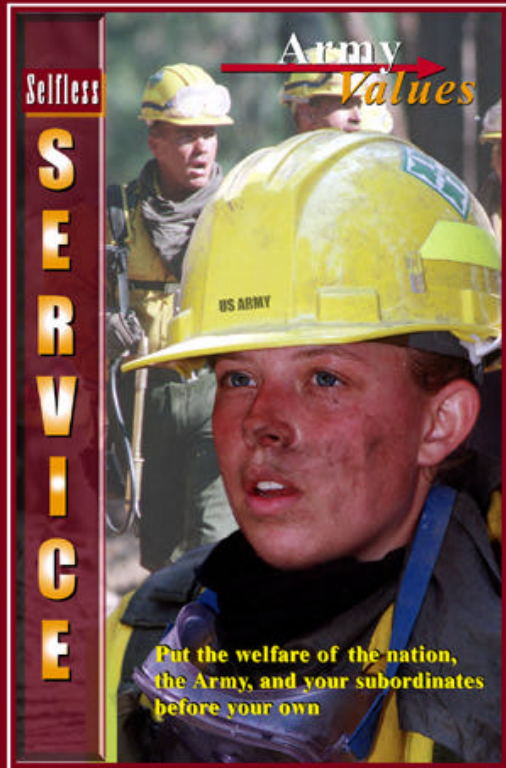
Requires a Dept-wide perspective, joint emphasis, responsible for people, policy, programs, & other resources of broad significance.

- ▶ Participants with an advanced degree may round out their academic portfolio by taking up to six courses in management and public policy subjects.
- ▶ Participants without an advanced degree may be provided the opportunity to earn one, either through a university program or through senior-level professional military education.
- ▶ Ten-Month Senior Service College experience.

Transformation through Education



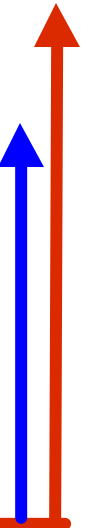
Transformation through Education



Look to **AMSC**
to develop leadership skills
focused on:

- institutionalizing fundamental change
- meeting Army mission
- emphasizing effectiveness and efficiency
- understanding how \$, people, places and things link
- applying thinking skills

Transformation through Education





AMSC



- Builds the Army's strength to deal with
- change today and tomorrow.
- Integrates all its resources and programs--synergy.
- All about practitioners help practitioners practice.
- Externally evaluated and validated programs.



Defense of Freedom Medal



OBVERSE



REVERSE

